

MINUTES OF THE PERSONNEL POLICY BOARD MEETING - 25 June 1952

C/SSD opened the meeting by stating that C/MS had called this meeting to clarify the recommendations by the Personnel Policy Board as sent to him 6 June 1952. Although members of the Personnel Policy Board had initialed the memorandum before it was seen by him, there was some misunderstanding regarding the wording of a few of the recommendations. Therefore, the only purpose of this meeting was to get the correct wording and understanding of each recommendation and resubmit them to C/MS. The recommendations are as follows:

1. C/PCD will continue the development of the career training program.

C/MS wanted AC/PCD to institute the development of this program but since C/PCD is returning in a few days it was decided that he should accomplish this mission.

2. C/MS will attempt to establish new field grades as recommended by DC/MS. Promotions in the field will be subject to the stipulation that the individuals being promoted will not be guaranteed an equivalent grade upon return to Headquarters. Assignments between domestic headquarters and field stations will be based upon the individual's qualifications and the available openings as determined by the Personnel Policy Board.

Here DC/MS stated that C/MS is preparing to send a memorandum to the DD/A which will ask for authority to determine new technician slots. At this time DC/MS borrowed the draft that C/MS had prepared and read it to the Personnel Policy Board. Subject: Relationship of medical support to Operations. In summary this memorandum asked that any personnel action involving promotion, demotion or change of assignment will require approval of the Medical Office or its designated representative. Also that in exceptional cases the Medical Office may have the authority to ask for the return of field personnel prior to their completion of tour of duty if his services are needed more urgently in another area.

In regards to upgrading the field personnel to GS-8's and GS-9's, C/ASD felt that when technicians return to Headquarters, there would be no GS-8 jobs available because most of the medical technician slots here are GS-7's. Since the technicians would not want to take a downgrade when they returned to the States, the stipulation was put in recommendation two that the individuals being promoted would not be guaranteed an equivalent grade upon return to Headquarters.

The question of the Central Hospital was brought up at that time. If the T/O is approved, this will give the Medical Office many new slots and higher grades to fill. It was felt that the bodies should come from overseas, Headquarters and the immediate FE area. If the hospital is approved, new recruitment will be initiated.

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It is realized that the Headquarters Medical Office will never be able to have positions available for all the men that will be returning from overseas. These men will have to make the choice of staying in the field, separation or transferring within the Agency. The technicians with a good medical background and who want to continue in the Medical Office (Headquarters) should have that opportunity.

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4. All male employees excluding physicians and dentists at Headquarters be frozen at their present grades until the proposed increase in field grades are established. Headquarters promotions can then be made to the equivalent level not to exceed the existing number and level of field positions.

C/TSD felt that each male employee should be discussed individually but was over-ruled by DC/MS who explained that the board was setting up policy.

5. Promotion above a GS-9 level will require overseas duty as a prerequisite.

C/ASD was of the opinion that if a man came on as a medical technician and was then promoted to another slot he should be excluded from the rotation plan. C/SSD explained that when these new jobs were created there was no competition for the position and therefore the technicians who were qualified could naturally fill the. This recommendation was agreed upon with the stipulation that recommendation six be passed also.

6. In specific cases where grievances or special recommendations exist, the individuals may appear before the Personnel Policy Board for disposition.

7. In cases of original appointment to a position above a GS-9, preference will be given to employees who have had previous service with the Agency.

It was decided that if no person in the Medical Office had the qualifications to fill the new position, it would be filled by a new employee.

8. Category III under Rotation as presented by C/ASD was revised as follows: Any aggregate tours totaling 12 months, generally TDY or specific detailed assignments.

C/ASD felt that a two-month TDY to Europe and another two-month tour to FE would be equal to a one year or more tour in one area. C/SSD pointed out that on a two-month TDY you get a very dim picture and do not come in contact with the personnel and supply problems that a man on a one-year tour encounters.

In conclusion DC/MS stated that he felt that the Personnel Policy Board should not be made up of the Division Chiefs. He believed that when you heard your own division's personnel problems, you naturally side with them. C/ASD requested that DC/MS's remarks be included in the minutes.